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CONFIDENTIAL

MINUTES

CIA RETIREMENT BOARD MEETING

3:00 p.m., 18 March 1965

PRESENT: Mr. Emmett D. Echols

- Chairman

25X1A9a

- DDP

- DDP

- DDP

Mr. Paul A. Borel

- DDI

25X1A9a

- DDI

- DDS&T

Mr. Alan M. Warfield

- DDS

25X1A9a

- DDS

- Legal Adviser

- Finance Adviser

- Technical Adviser

- Executive Secretary

25X1A9a

1. Mr. Echols introduced [REDACTED] who had been designated by the Director of Finance as Finance Adviser to the CIA Retirement Board.

2. The minutes of the last meeting of the Board were reviewed and Mr. Echols asked for comments or any suggested changes.

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a. [REDACTED] requested that it be noted in the record that he did not want it to appear in paragraph 11 of such minutes that he was just making a comment that his Office (Commo) had people who did not want to join the system. Rather, it was his view that there was a policy decision to be made as to whether an employee had an option with regard to coverage under the system. (1)

25X1A9a

b. [REDACTED] stated that his question in paragraph 5 of such minutes, as to whether there was a category of questions not to be referred to the Board, was a question he thought should be answered to the Board at the first opportunity. (1)

25X1A

3. [REDACTED] referred to discussion at the previous meeting which he did not attend concerning the types of service, or what component services overseas would be considered creditable service and in that connection, [REDACTED] service. He stated that if there was no question concerning its creditability, he was satisfied; but that if there was some question concerning it, he would like to know. (2)

STATSPEC

a. Mr. Echols replied that it was his opinion that the law as written would permit the crediting of all overseas service as

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Group I
Excluded from automatic
downgrading and
declassification.

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qualifying service, providing other criteria had been met, and requested the views of [REDACTED]. (2)

25X1A9a

b. [REDACTED] replied that it was his opinion that overseas service was creditable, regardless of component, providing that such service met the other criteria. He stated, however, that the matter was open to question and was one to which the Board must address itself. (2)

4. Mr. Echols suggested for consideration that each member of the Board take an inventory of the known types of recurring services overseas which their own Directorates considered as qualifying. (2)

a. Mr. Warfield suggested that rather than taking this approach, the Directorates be requested to indicate the type of service which would not be qualifying. (3)

b. Mr. Echols stated that he would prefer the Directorates to identify those overseas services which they believed should be considered as qualifying, since it could well include some small groups of people we were not aware of. (3)

c. Mr. Borel suggested that rather than each member assuming the task of canvassing his own Directorate, a formal request be forwarded through normal administrative channels for the standards to be used by a Directorate in determining overseas services which are qualifying. (3)

d. Mr. Echols concurred in this approach and stated that it should be made a specific task to go through the normal administrative channels to obtain from each Directorate a list of overseas services which were standard to that Directorate. (3)

5. Mr. Echols asked if there were any questions concerning the Regulation or any of the reading material distributed at the last meeting. (3)

25X1A9a

a. [REDACTED] stated that he had some questions, some of which were covered at the first meeting, i.e., (4)

(1) What do we do with people eligible for Civil Service retirement? (4)

(2) Is age 55 with 30 years service to be considered as qualifying for retirement under the Civil Service system? Is the man 55 years old and with 30 years of service to be told, "you are entitled to voluntary retirement under Civil Service so therefore you use that." (4)

(3) Is there to be an option on the part of employees to join or not to join. (4)

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(4) Will quotas be assigned to Directorates or components within Directorates, and will there be an attempt to establish quotas between voluntary and mandatory types of retirement? (u)

25X1A9a

b. [REDACTED] stated that there was a feeling on the part of a lot of people that the provision for retirement at age 50 with 20 years service was considered as mandatory retirement. He suggested that at the proper time some publicity should be given the matter to make clear just because you have joined the system you will not necessarily be retired. (4)

6. Mr. Echols made reference to the Service Agreement form and the fact that in order to become a participant in the system an employee will be required to sign such Agreement. Mr. Echols proceeded to review the form and it was generally agreed that the wording of the form left something to be desired, and that it might be well to include a statement as to the Agency's intent with regard to an employee's tenure. (5)

7. During the course of the meeting Mr. Borel cautioned that the Board should be careful and not develop criteria in the abstract; that it would be better to examine cases, render appropriate judgments and then establish rules to go by. (5)

25X1A9a

8. [REDACTED] called attention to the necessity of resolving some of the basic questions that had been discussed thus far. He stated that it was his opinion that the number one question to be resolved was the relationship between the Civil Service and CIA retirement systems. (5)

9. Mr. Borel stated that he thought the number one question was whether a man should be forced into the CIA Retirement and Disability System. (5)

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10. [REDACTED] raised the question as to what constitutes the effective date of the system -- date of enactment of the legislation? Date the Regulation is approved by the Director? And what is the status of the employee who became age 60 since the legislation had been passed? (4)

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11. [REDACTED] agreed that the Board would waste much time if it proceeded in the abstract and stated that he thought it would be well if during this early phase the Board made maximum use of command channels; that the Director of Personnel should go to the Deputy Directors with a series of assumptions and have the Deputy Directors develop projections against such assumptions. With this information in hand it was indicated that the Board could then come up with predictions, rather than assumptions. He stated further that maximum use should be made of command channels to accumulate factual data, and with such data the Deputy Directors should then be asked to process cases against learned data. (6)

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12. It was generally agreed that the preparation of a list of basic assumptions would be in order. Mr. Echols requested that such assumptions be drafted for review at the next Board meeting and that they should serve as a basis for a survey in each of the Directorates. (S)

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13. [REDACTED] commented that the only way to get some answers was by going to the people who were eligible, many of whom were overseas, but cautioned that there may be some danger of laying before them some assumptions we may later have to change. (U)

25X1A

14. [REDACTED] concurred in the fact that it was necessary to go to the people for reliable information, but stated that he would favor that the same thing go out to everybody and that there not be one set of conditions set up by DDI and another by DDP and people given what may not be equivalent information. (U)

25X1A9a

15. With regard to some possible priority cases for consideration under the system, [REDACTED] stated that he thought that some accommodation should be made to handle a few of them that clearly fulfill the requirements. (U)

25X1A

16. [REDACTED] cautioned that this action could present a problem in that some employees could get under the system in this manner, and later surveys could reveal that they should not have been placed under the system. (U)

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17. [REDACTED] outlined the procedures developed to date for the screening of Agency employees for possible designation as participants in the system. Proposed Form 3100, Nomination and Designation of Participant was reviewed and, during the course of discussion, it was generally agreed that the wording in Section C, Recommendation of Head of Career Service, should be looked at, especially the last sentence. (U)

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18. [REDACTED] gave a report on the steps taken to date with regard to the establishment of the CIA Retirement and Disability Fund. He also

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19. The meeting ended at 5:10 p.m.

[REDACTED]
Executive Secretary

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